

# Talbot County Public Schools ANNUAL REPORT 2012



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**Kelly Griffith**  
*Asst. Superintendent of Admin. Services*  
**Charles Connolly, CPA**  
*Director of Finance*

## SCHOOLS

**Chapel District Elementary**  
*Lisa Donmoyer, Ed.D.*

**Easton Elementary**  
*James Redman*

**St. Michaels Elementary**  
*Tracy Elzey*

**Tilghman Elementary**  
*Joyce Crow*

**White Marsh Elementary**  
*Marcia Sprankle, Ed.D.*

**Easton Middle**  
*Norby Lee, Ph.D.*

**Easton High**  
*David Stofa*

**St. Michaels Middle-High**  
*Helga Einhorn*

## AT A GLANCE

- 5 Elementary Schools
- 1 Middle School
- 1 High School
- 1 Middle-High School

**ENROLLMENT: 4,542**

### STUDENT SERVICES

- 47,080 total number of visits to school health suites
- 10,649 medication doses were delivered via the school health program
- 468 students screened in the school based dental program
- 1,368 students screened for vision and hearing

### FOOD SERVICE

- 39 Food Service Employees
- 199,677 Breakfasts Served
- 413,993 Lunches Served
- 4,199 Breakfasts served in Summer
- 2,655 Lunches served in Summer
- 38% of TCPS students qualify for free or reduced meals

### TRANSPORTATION

- 45 Buses
- 728,460 Miles driven per year
- 4,047 Miles driven per day
- 90% of students use TCPS transportation

### TECHNOLOGY

- High School One to One Laptop Program
- Smart Board Technology in all elementary, middle and high school classrooms
- Electronic Gradebooks with parent access for online viewing
- High speed wireless network in all schools
- Automated notification system used to communicate important messages

### FACILITIES AND MAINTENANCE

- 8 Maintenance Technicians
- 40 Custodians
- 718,000 Square feet of building space is maintained and repaired

## FROM DR. SALMON



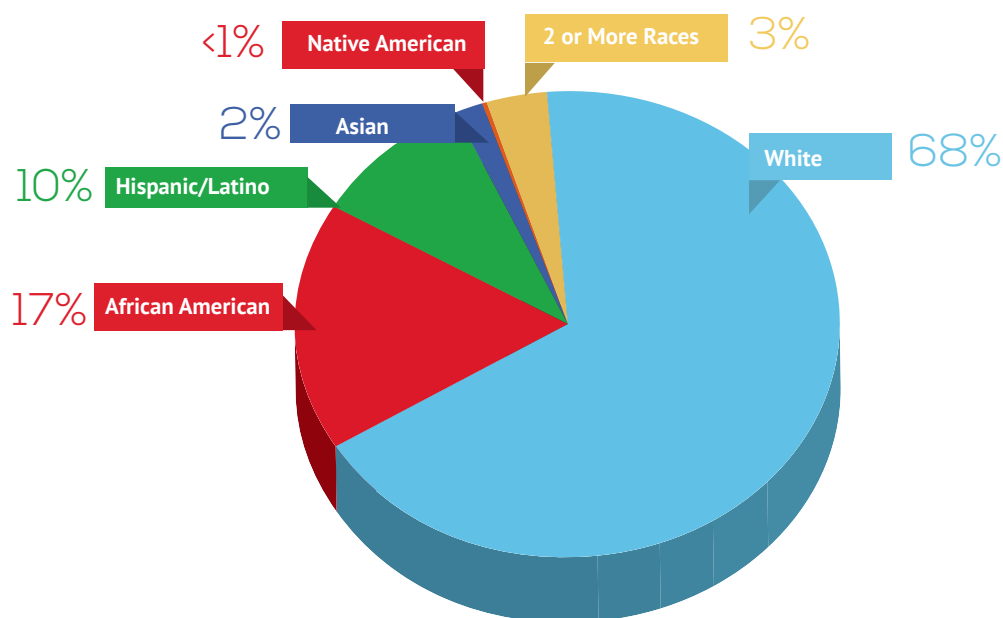
**T**albot County Public Schools serves 4,542 students and employs 725 teachers, administrators and support staff. The Annual Report provides 2011 financial information, along with test data, to give you a sense of how students in our schools are performing. We are focused on what counts:

- **High quality teaching and leadership** in every school.
- **Educational programs** that are rigorous, relevant, and meet the needs of each learner.
- **High expectations** for results and a shared belief that every student can achieve.
- **Technology infused learning environments** that use up-to-date tools to help teachers and students do their best work and prepare students for real-world college and career environments.

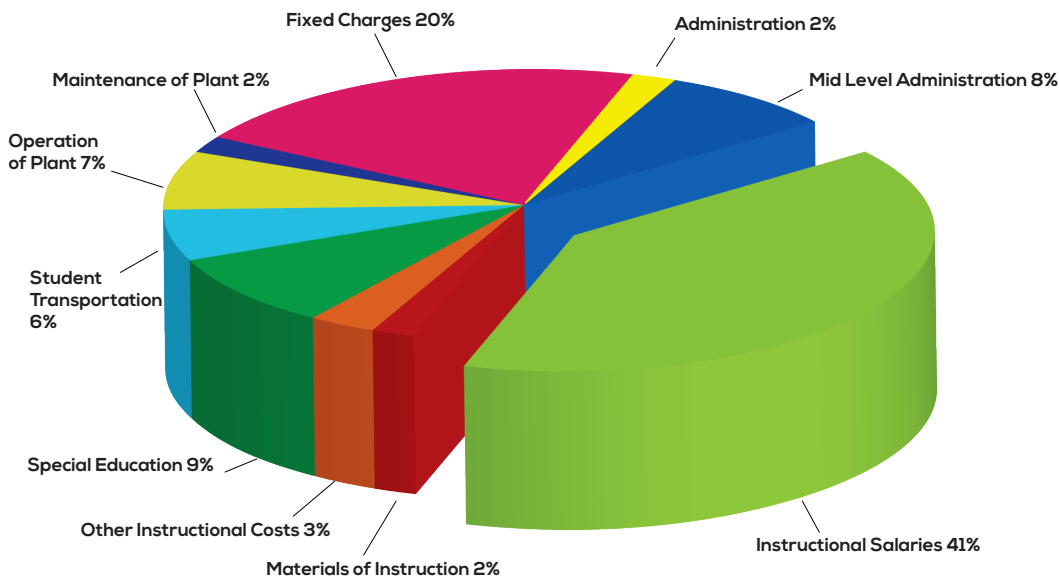
Talbot County Public Schools is working to ensure our students are prepared for 21st century global demands. We must work now toward preparing each student to be college and career ready. The connections that we have with one another, our networks of professional learning communities, our families, businesses, and community supports, will serve to strengthen our education program and ensure that ALL of our students are indeed college and career ready.

**1,726 TCPS STUDENTS LIVE AT OR BELOW THE POVERTY LINE**

## TCPS STUDENT DEMOGRAPHICS

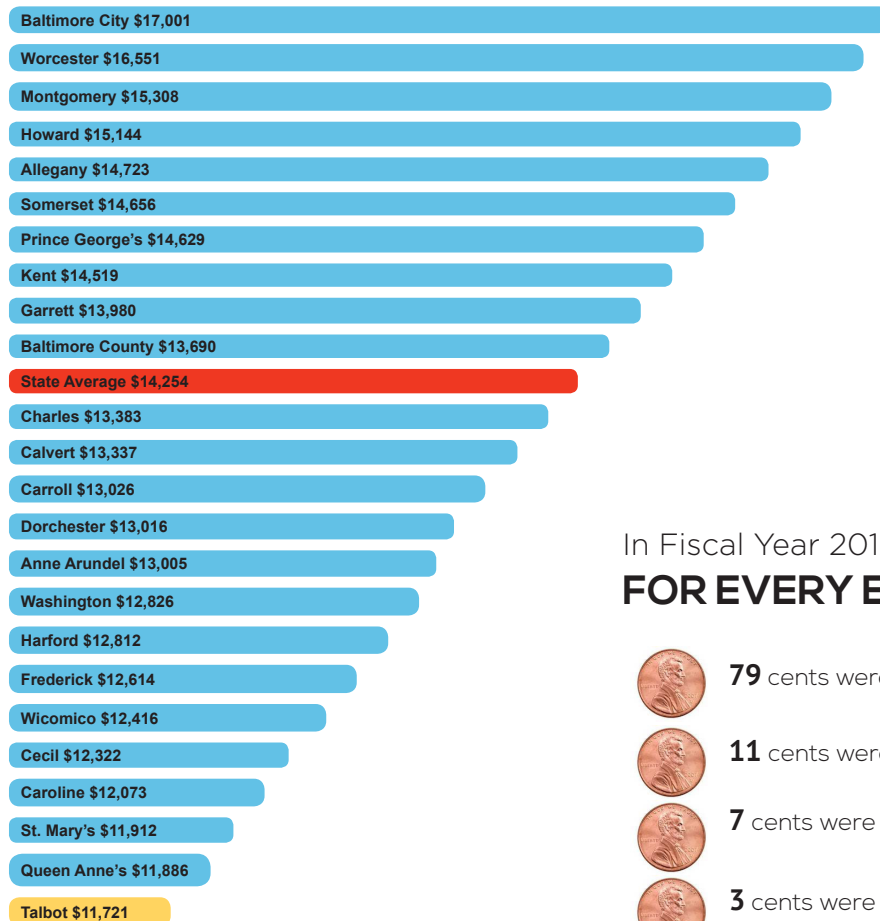


# HOW WE SPEND TCPS REVENUES

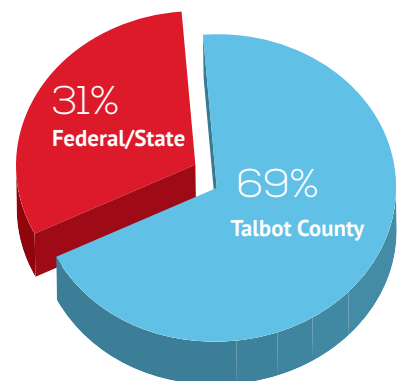


Administration	1,086,139
Mid Level Administration	3,828,660
Instructional Salaries	18,953,444
Materials of Instruction	707,884
Other Instructional Costs	1,156,549
Special Education	4,327,907
Pupil Personnel	198,440
Transportation	2,622,466
Operation of Plant	3,362,695
Maintenance of Plant	1,083,908
Fixed Charges	9,960,730
Community Services	191,536
<b>Total Expenditures</b>	<b>47,480,358</b>
Excess Returned to County	1,633
<b>Total Revenues</b>	<b>47,481,991</b>





## PER PUPIL REVENUES



## ALL FUNDING SOURCES

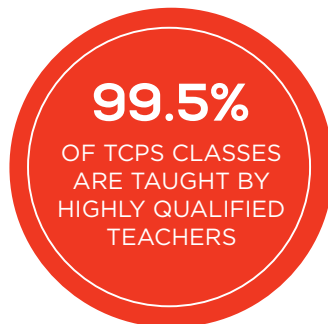


## In Fiscal Year 2012 FOR EVERY EDUCATIONAL DOLLAR

-  **79** cents were spent on instructional programs
-  **11** cents were spent on maintenance and plant operations
-  **7** cents were spent on school transportation
-  **3** cents were spent on administration



# MARYLAND AVERAGE TEACHER SALARIES

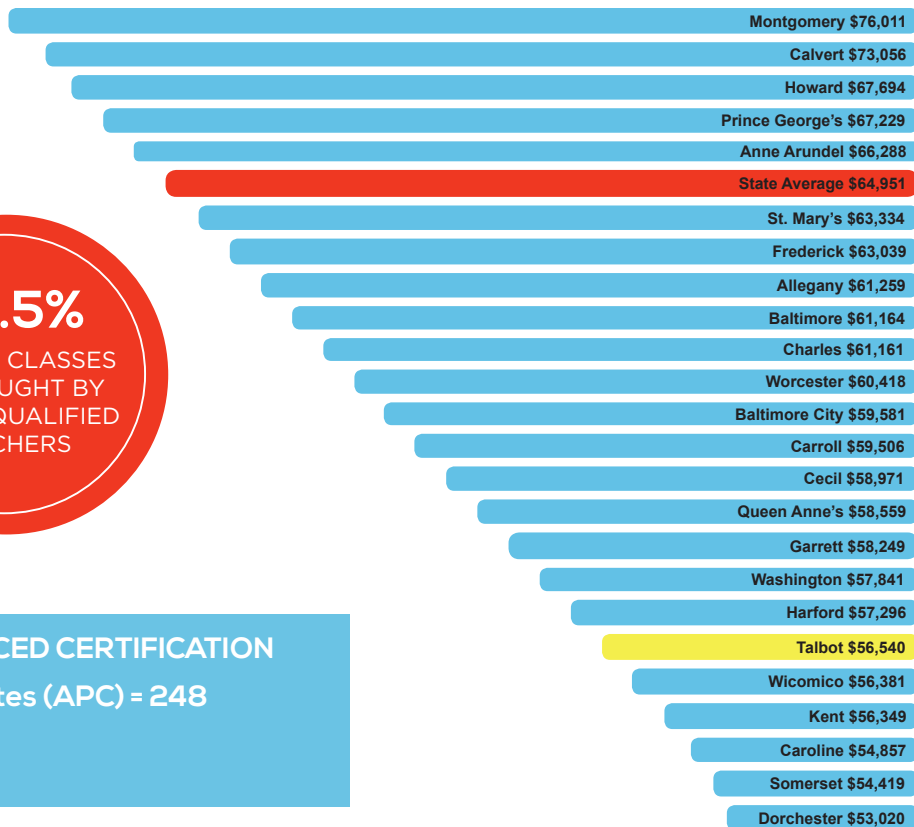


## TCPS TEACHERS WITH ADVANCED CERTIFICATION

Advanced Professional Certificates (APC) = 248

Doctorate Staff = 10

National Board Certification = 4



# MARYLAND STATE ASSESSMENT (MSA)

## READING

The percent of 3rd graders scoring advanced in reading rose from 13.8% in 2008 to 21.3% in 2012.

The percent of 4th graders scoring advanced in reading rose from 23.7% in 2008 to 32.4% in 2012.

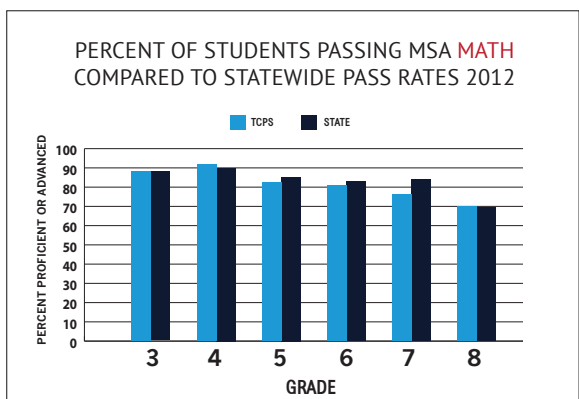
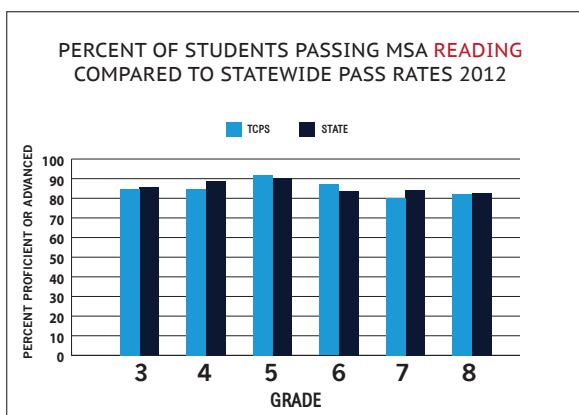
The percent of 5th graders scoring advanced in reading rose from 50.5% in 2008 to 56.2% in 2012.

## MATHEMATICS

The percent of 3rd graders scoring advanced in math rose from 23.0% in 2008 to 41.3% in 2012.

The percent of 4th graders scoring advanced in math rose from 35.9% in 2008 to 55.3% in 2012.

The percent of 5th graders scoring advanced in math rose from 22.8% in 2008 to 28.2% in 2012.



## PERCENT OF MIDDLE SCHOOL STUDENTS SCORING ADVANCED

### READING

Grade 6 **40.6%**

Grade 7 **49.5%**

Grade 8 **41.3%**

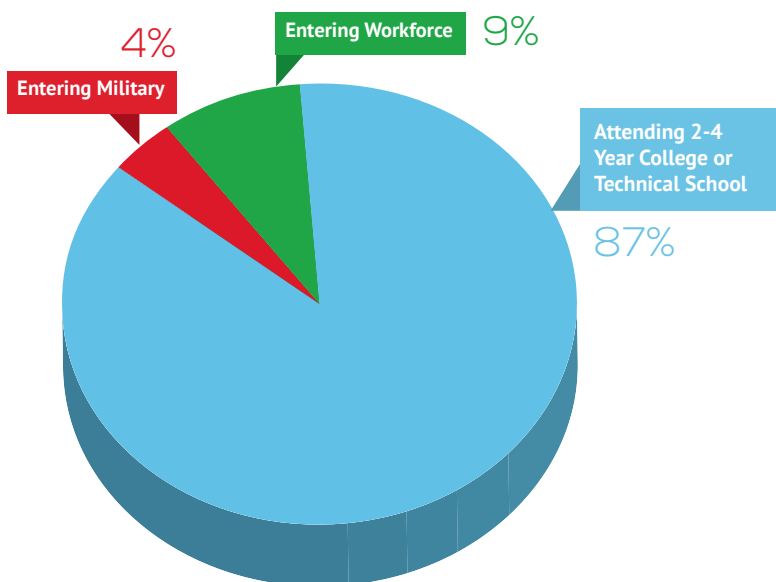
### MATH

Grade 6 **27.6%**

Grade 7 **22.5%**

Grade 8 **28.9%**

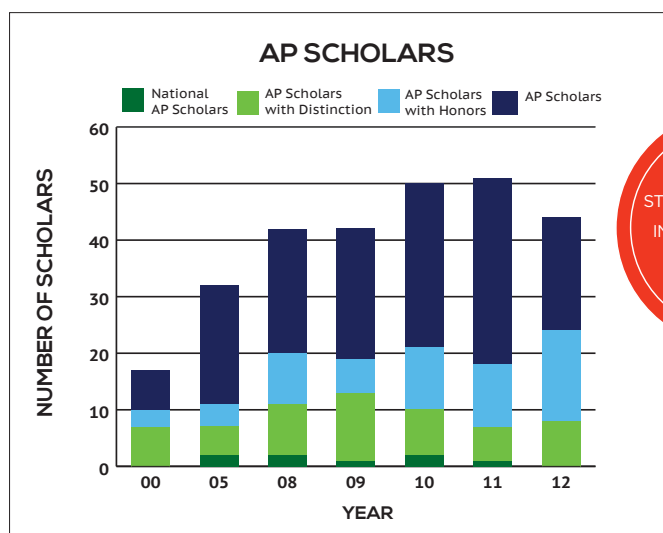
# COLLEGE & CAREER PLANS FOR THE CLASS OF 2012



THE CLASS OF 2012  
EARNED **\$7,081,588** IN  
SCHOLARSHIPS

## 2012 TCPS COLLEGE ACCEPTANCE LIST

Abilene Christian University	Methodist University
Anne Arundel Community College	Millersville University
Army	Montgomery Community College
Art Institute of Pittsburgh	Morgan State University
Art Institute of Washington	Mt. San Jacinto College
Bethany College	Mt. St. Mary's University
Bloomsburg University	Muhlenberg College
Bowie State University	New York Community College
Bowling Green State University	North Carolina State University
Bridgewater College	Old Dominion University
Campbell College	Orange County Community College
Capital University	Paul Smith College
Charleston Southern	Penn State University
Chesapeake College	Pennsylvania School of the Arts
Clemson University	Prince Georges Community College
Coastal Carolina University	Princeton University
College of Charleston	Purdue University
College of Notre Dame	Radford University
College of the Philippines	Randolph Macon College
Colorado State University	Roanoke College
Columbia College	Robert Morris University
Community College of Baltimore County	Rochester Institute of Technology
Coppin State University	Salisbury University
Covenant College	Shenandoah University
Culinary Institute of America	Shepherd University
Dartmouth College, GA	Sterling College
Delaware State	St. Francis University
Delaware Tech	St. Josephs University
Delaware Valley College	St. Mary's College of Maryland
Delmar Beauty Academy	Stevenson University
Drexel University	SUNY Maritime College
Duquesne University	Susquehanna University
East Carolina University	Texas A & M University College Station
Eckard College	The Sports Academy
Elimira College	Towson University
Elon University	Universal Technical Institute
Embry Riddle Aeronautical University	University of North Carolina Greensboro
Empire Beauty School	University of North Carolina Wilmington
Fashion Institute of Technology	University of Illinois
Florida Institute of Technology	University of Iowa
Florida Southern University	University of Maryland Baltimore Campus
Frostburg University	University of Northwestern Ohio
Garrett Community College	University of Pittsburgh
George Mason University	University of Rhode Island
Guilford College	University of Scranton
Goucher College	University of South Carolina
Hampton Sydney College	University of South Florida
Hampton University	University of Dayton
Harrisburg Univ. of Science & Technology	University of Northwestern Ohio
Hofstra University	University of Tampa
Howard Community College	University of Baltimore
Immaculata College	University of Loyola at New Orleans
ITT Tech	University of Maryland College Park
James Madison University	University of Maryland Eastern Shore
John Carroll University	University of New Hampshire
Johnson and Wales University	University of South Florida
Juniata College	Vassar College
LaSalle University	Virginia Commonwealth University
Lenoir-Rhyne College	Virginia Military Institute
Liberty University	Virginia Tech
Loyola University of Maryland	Virginia Union University
Lynchburg College	Virginia Wesleyan College
Lynn University	Washington & Jefferson
Manhattan College	Washington College
Marist College	Wesley College
Maritime College State University of NY	West Chester State University
Mary Baldwin College	West Virginia University
MD State Police Cadet Program	West Virginia Wesleyan University
MD Trans. Authority Police Academy	Wyotech
Marymount of Manhattan	York College
Massachusetts Maritime Academy	YTI Career Institute
McDaniel College	



**250**  
STUDENTS ENROLLED  
IN AN AP COURSE IN  
THE 2011-12  
SCHOOL YEAR

## 2012 ACHIEVEMENTS

Dr. Karen B. Salmon named Maryland Superintendent of the Year

All TCPS schools accredited by the Middle States Association of Colleges and Schools (One of two fully accredited school systems in Maryland)

Easton Head Start facility completed summer of 2012 and opened for the 2012-13 school year

44 students earned designation of Advanced Placement (AP) Scholar

100% of the class of 2012 fulfilled the High School Assessment (HSA) requirement

Over 99% of TCPS classes taught by highly qualified teachers

Award winning 1:1 laptop program

Smart Board technology in all elementary, middle and high school classrooms

TCPS Financial Literacy requirement ahead of state standard and serving as model for other school systems

Nationally recognized suicide prevention program

History of state awarded superior maintenance ratings for all school buildings

## NEW CURRICULUM, ASSESSMENTS, EDUCATOR EVALUATIONS



**T**hree major components of the Maryland Reform Initiative will be implemented in all schools statewide in the coming years. These reforms will raise the bar not only for student achievement, but also for the effectiveness of Maryland's educators.

In June 2010 the Maryland State Board of Education unanimously adopted the Common Core State Standards in English/Language Arts and Mathematics. These national education standards establish a set of shared goals and expectations for what students should understand and be able to do in grades K-12 in order to be prepared for success in college and the workplace.

There are shifts in what and how the content is taught. English Language Arts standards require that students spend more time reading non-fiction and technical texts. These standards also include a strong emphasis on writing. In mathematics, there are fewer standards at each grade level with the expectation that students will develop a deep understanding of math concepts. Math standards demand that students persevere through challenging problems and are able to articulate and defend their response. Literacy Standards have been developed for Social Studies, Science and Technical areas. These standards assure that reading and writing are explicitly taught in all content areas in grades 6-12.

TCPS staff participated in an MSDE initiated Educator Effectiveness Academies program over the summer that provided professional development on Maryland's reform initiatives. Educators developed an understanding of the new Maryland Common Core State Curriculum Standards and Framework and how STEM education aligns with the new curriculum. Transition teams were created to bring the knowledge they gained at the Academies back to their schools. Teams used their transition plans to guide professional development activities on this content for their entire faculty. School teams also participated in online Academy follow-up sessions during the year to reinforce and expand upon what they had learned. Model units and lessons were developed in English/language arts and mathematics. The Educator Effectiveness Academies and professional development at schools will help to ensure that all teachers are trained and knowledgeable about Maryland's new curriculum, assessments, and evaluations.

Maryland is a Governing State in the Partnership for Assessment of Readiness for College and Career (PARCC), a consortium of 24 states working to develop an assessment system aligned with the Common Core State Standards in English/language arts and mathematics. The PARCC assessments will track student progress over time and will report status on a trajectory toward college and career readiness. The assessments will be computer-based and will utilize a mix of constructed response items, performance based tasks, and computer enhanced, computer scored items to measure higher order skills such as critical thinking, communications, and problem solving.

Maryland's new teacher and principal evaluations will be fully operational in all school districts in fall 2013. The implementation of Maryland's new Common Core State Curriculum, PARCC assessments, and educator evaluations are very much connected. Educators will teach the new State Curriculum, administer assessments based on that curriculum, and be evaluated, in part, on their students' achievement in these areas.

# EDUCATIONAL EQUITY



**S**ince 2009 Talbot County Public Schools has been working with Pacific Educational Group to better understand the educational needs of our students of color in order to eliminate disparities in student performance. Principals, curriculum coordinators, some Board and community members, and selected staff have taken a two-day course called Beyond Diversity. The purpose of that course is to teach participants how to have courageous conversations about race. In addition to Beyond Diversity, principals and curriculum coordinators were provided with training regarding all aspects of the Courageous Conversation program. Equity Teams were established during the 2010-2011 school year. These teams, comprised of principals and selected school staff learned to analyze data at a deeper level and to foster discussions with teachers about how to move student performance. Another aspect of the program, entitled Collaborative Action Research for Equity (CARE), developed during the 2011-2012 school year, brings together teachers and principals to learn culturally relevant teaching strategies. Teachers are challenged to design lessons tailored to meeting the needs of their students by incorporating new techniques. The collaborative action research occurs as the teacher looks to see whether the lesson actually meets the students' needs.

This training is paid for with federal Title II A funds. We will continue to work with CARE teachers in the coming year, and look forward to the day when we no longer have disparities in student performance.

***“Educational equity and excellence for all is a professional, personal and moral obligation. Our Talbot County Public School TEAM will demonstrate that we have the passion, the will, and the skill to ensure racial disparities are eliminated so that ALL children can achieve at high levels.”***  
*Karen B. Salmon, Ph.D.*

# BEACON ECONOMIC IMPACT STUDY



**A** recent research study conducted by BEACON (a premier business and economic research network) at Salisbury University, found that each year the public schools of the Eastern Shore provided an economic impact of \$1.5 billion and an employment impact of almost 18,000 jobs. Therefore in addition to all of the educational service provided to the students on the Shore, the expenditures of the nine county public school systems and their employees provide a significant positive economic impact to the region.

BEACON'S analysis focused on annual impacts generated by school system operations and employment. **For every \$1.00 spent and retained in Talbot County from the TCPS operating budget there is an additional \$1.43 of spending in the county.** Therefore the return on investment in Talbot County Public Schools (the total economic impact compared to local funding) is approximately 143%. These are the benefits derived from the public expenditures churning in the local economy through public education employment along with expenditures that support private sector vendors.

Additional benefits that go beyond the direct and obvious assets of publicly provided Pre-K-12 education include the ability of a county to attract and retain families with skilled or professional workers. The benefit of attracting and retaining high wage earners has a positive impact on property values along with quality of life issues. Talbot County Public Schools overall economic impact for Talbot County taxpayers is over \$85,000,000. The education of our children is the one single best investment we can make to ensure a **viable thriving community in Talbot County.**

TALBOT  
COUNTY  
EARNS A

**143%**

RETURN ON THEIR  
INVESTMENT IN  
PUBLIC SCHOOLS





# Talbot County Public Schools ANNUAL REPORT 2012



## KATIE WHITE

### 2012 TEACHER OF THE YEAR

Congratulations to Katie White, Title I Teacher at Easton Elementary for being selected as the 2012-13 Talbot County Public Schools' Teacher of the Year and a finalist for the Maryland State Teacher of the Year! We are extremely proud of Katie's accomplishments because she is a graduate of Talbot County Public Schools!

Mrs. Katie White earned a Bachelor of Arts degree in Sociology/Elementary Education from McDaniel College in 2002. She completed her Master's in Reading, with a Reading Specialist Certification in 2007 from Salisbury State University. Katie has been teaching for nine years and has taught Language Arts in grades 3 and 6. She is now the Title I Reading and Math teacher at Easton Elementary. Katie says, "I love the excitement my students bring to school each day."

Katie is a member of the International Reading Council, Chairperson of the School Improvement Team, and serves on the County Equity Team, which trains staff on equity and race issues in our schools. She participated in the Educator Effectiveness Academy in 2011. Katie is active in our community and serves as an adjunct teacher at Salisbury University where she teaches aspiring teachers.



Jordan & Alice Lloyd  
*Community Award*



Charlene Deshields  
*Wardell Brice Multicultural Award*



Charlene Gould  
*Administrative Support Staff Award*



Carla Hill  
*J. Sam Meek Unsung Hero Award*



Bruce Horvath  
*J. Sam Meek Unsung Hero Award*



Debbie Mister  
*Food Services Award*



Shelby Harris  
*Plant Operations Award*



Patricia McDougal  
*Instructional Support Award*



Thomas Murdoch  
*Transportation Award*



Sally Lentz  
*Brewster Merrill Technology Award*



Loretta Winston  
*Substitute Teacher Award*